**FERHAM PRIMARY SCHOOL**

**PERSON SPECIFICATION**

**Post Title:** EYFS Senior Practitioner

**Grade:** BandE

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| --- | --- | --- | --- | --- |
|  | Personal Skills Characteristics | Essential | Desirable | Method of Assessment  |
| 1.1a1b | ExperienceExperience of working in schoolsExperience of working as part of a team |  |  | AF/RAF/R |
| 2.2a2b | Qualifications and TrainingGCSE passes in English and Maths – Grade C or above (or equivalent)Willingness to be involved in training |  |  | AF/CQAF/I/R |
| 3.3a3b3c3d3e | Special Skills and KnowledgeAbility to identify risks within personal objectives Proven ability to work independentlyAbility to liaise effectively with parents by letter, ‘phone or face to face Ability to liaise effectively with outside agencies Ability to relate positively to often disengaged students |  |  | AF/I/RAF/RAF/RAF/RAF/I/R |
| 4.4a4b4c4d4e | Personal QualitiesSuitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children. A commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults An understanding of and commitment to equal opportunities issues both within the workplace and the community in general. Conscientious, honest and reliableExcellent interpersonal skills including: good negotiating skills perseverance initiative  |  |  | I/RAF/I/RIRAF/I/R |

 PTO

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| --- | --- | --- | --- | --- |
|  | Personal Skills Characteristics | Essential | Desirable | Method of Assessment |
| 4f4g4h4i | Good administrative skills including use of ICTExcellent time management skillsAbility to motivate students Ability to interpret data and set targets |  |  | AF/RAF/RAF/I/RAF/I/R |
| 5.5a5b | Personal CircumstancesA DBS check at enhanced levelExempt from the Rehabilitation of Offenders Act, 1974 (All spent convictions to be declared)  |  |  | DBSAF |
| 6.6a6b | Physical RequirementsNo serious health problem which is likely to impact upon job performance; (that is, one that cannot be accommodated by reasonable adjustments)Good sickness/attendance record in current/previous employment, college or school as appropriate, (not including absences resulting from disability) |  |  | I/RI/R |

Key: AF - Application Form I - Interview R - References

 CQ - Certificate of Qualification OT - Occupational Test

This specification has been prepared in accordance with the requirements of the Council’s Equal Opportunities in Employment Policy.

We undertake to make any ‘reasonable adjustments’ to a job or workplace to counteract any disadvantages a disabled person may have.

In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool.

Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.